



EXAMINATION ANNOUNCEMENT

CALIFORNIA HOUSING FINANCE AGENCY  
California State Government

EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION. IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

Deputy Program Director  
Open Spot Examination for Sacramento

Who Should Apply

Persons who meets the minimum qualifications (Requirements for Admittance to the Exam) listed below may apply for this examination.

How to Apply

Submit cover letter and standard Examination Application (resume may be attached) to:

Examination applications (STD 678) are available online at [www.spb.ca.gov](http://www.spb.ca.gov) or from the State Personnel Board at 801 Capitol Mall, offices of the Employment Development Department, and from CalHFA.

California Housing Finance Agency  
Attn: Exam Analyst  
P. O. Box 4034  
Sacramento, CA 95812

If you prefer to apply in person, the Personnel Office is located at 1415 L Street, 5<sup>th</sup> Floor, but do not use this as a mailing address.

**Note: All applications must include “to” and “from” dates (month/year), time-base, and position title and description for each relevant position held. We will be unable to process your application without this information.**  
**Please indicate Exam Code 10326CV in your application.**

Final File Date

March 1, 2006 is the final file date. Completed applications (Form 678) must be postmarked no later than the final file date. Applications postmarked, personally delivered or received via interoffice mail after the final file date will not be accepted for any reason.

If you have a disability and need special testing arrangements, mark the appropriate box on the Examination Application (STD 678). You will be contacted to make specific arrangements.

Salary

\$7647-8433

Position Description

The Deputy Director of Homeownership, a member of the Senior Management team, is responsible for the strategic planning and overall, day to day management of various units within the Homeownership Division which is responsible for the Agency’s mortgage lending operations. On a statewide and national level, the Deputy serves as liaison with mortgage lending companies, for-profit and non-profit homebuilders, realtor groups, local government entities, Fannie Mae, Freddie Mac, FHA, and professional associations related to the mortgage, building and real estate industry. In addition, the position keeps abreast of continuing changes in the mortgage industry and the market for first-time homebuyers in California, develops innovative and efficient loan policies and procedures, and advises and makes recommendations to the Executive Director, Senior Management and the Agency’s Board of Directors.

Requirements for Admittance to the Examination

**Note:** Unless otherwise stated, applicants must meet exam entrance requirements by the final file date.

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an exam as meeting 100% of the overall experience requirement.

**Experience**

**Either I:** One year of experience in the mortgage operations of the California Housing Finance Agency at a level of responsibility equivalent to that of a Housing Finance Chief.

**Or II:** Broad and extensive (at least five years) administrative or managerial experience which shall have included either work in the public housing sector involving responsibility for developing and administering a major housing program, or work in the private housing industry such as a developer involved in developing government assisted housing projects. At least two years of this experience must have involved multiunit housing projects. The candidate must have had at least one year nongovernmental housing experience. (A Master’s Degree in Planning, Economics, Business, Government, Finance or a related field may be substituted for one year of the required experience.) **and**

**Education**

Equivalent to graduation from college, preferably in Planning, Economics, Business, Government, Finance or a related field. (Additional qualifying managerial experience may be substituted for the required education on the basis of one year of experience equals two years of college.)

Examination Information

**QUALIFICATIONS APPRAISAL - WEIGHTED 100%**

This examination will consist of a qualifications appraisal interview only. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained.

*Competitors who do not appear for the qualifications appraisal interview will be disqualified.*

- SEE REVERSE SIDE FOR ADDITIONAL INFORMATION \*

Scope	<p>In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis will be placed on measuring competitively, relative to job demands, each competitor's:</p> <p><b>Knowledge of:</b></p> <ul style="list-style-type: none"><li>• Policies and operations of the California Housing Finance Agency</li><li>• Practices and procedures followed in the mortgage loan market, including those followed by the Federal Housing Administration in making multifamily residential loans</li><li>• Federal housing subsidy programs</li><li>• Methods, principles and terminology used in underwriting loans for multifamily projects</li><li>• Mortgage credit requirements</li><li>• Practices and procedures followed in the design, development, construction and management of multifamily rental housing projects</li><li>• Principles and practices of business administration, supervision, and personnel management, including a manager's role in ensuring equal employment opportunity</li></ul> <p><b>Ability to:</b></p> <ul style="list-style-type: none"><li>• Locate and analyze statistical data affecting cost, value and marketability of residential, commercial and income properties, and draw sound conclusions</li><li>• Negotiate agreements with developers and/or sponsors</li><li>• Determine economic feasibility of proposals submitted by developers/sponsors</li><li>• Deal effectively with members of other governmental entities</li><li>• Plan organize and direct the work of others</li><li>• Take effective action</li><li>• Prepare and complete clear and concise loan proposals</li><li>• Make presentations</li><li>• Communicate effectively both orally and in writing</li><li>• Effectively contribute to the Agency's equal employment opportunity goals</li></ul>
Eligible List	<p>The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.</p>
Questions?	<p>Contact Carol LiVecchi at <a href="mailto:clivecchi@calhfa.ca.gov">clivecchi@calhfa.ca.gov</a> or 916-327-5172.</p> <p><b>California Relay (Telephone) Service for the Deaf or Hearing-impaired.</b> From TDD phones: 800-735-2929. From voice phones: 800-735-2922.</p>

GENERAL INFORMATION

It is the candidate's responsibility to contact the **CalHFA - Exam Analyst (916) 327-5172** three days prior to the written last date if he/she has not received his/her notice.

For an exam without a written feature it's the candidate's responsibility to contact the **CalHFA- Exam Analyst (916) 327-5172** three weeks after the final file date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach them prior to the day of interview due to a verified postal error, they will be rescheduled upon written request.

If you meet the requirements stated on the bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil services status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of State Personnel Board offices.

**Veterans Preference:** California law allows granting of veterans preference points in open entrance examinations and open non-promotional exams. Credit in **open** entrance examinations is granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in **open non-promotional** examinations is granted as follows: 5 points for veterans; and 10 points for disabled veterans. If you established your veteran's eligibility with the State Personnel Board before August 21, 1994, you must **reapply**. Due to changes in the law, effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive veterans' credits. Directions for applying for veterans' preference points are on the veteran preference application form (Form 1093), which is available from State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

**Career Credits:** In open, non-promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served on full year in or are graduates of the California Conservation Corps (eligibility shall expire 25 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the exam. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the Examination Application for STD 678. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento.)

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development and the progress he/she has made in his/her efforts toward self-development.

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.